



Empower to Deliver : Building ANM Competency For Quality RMNCH+A Services in Uttar Pradesh



GOOD, REPLICABLE PRACTICES AND INNOVATIONS IN PUBLIC HEALTHCARE SYSTEMS IN INDIA

Building ANM Competency For Quality RMNCH+A Services In Uttar Pradesh

In state of UP currently ~26179 ANMs are providing Health services in outreach areas

Rationale:

Considering the population growth and the need for health services in the unreached population, new health sub-centers are being established along with the recruitment of Auxiliary Nurse Midwife (ANM).

Before 2021, there was no structured induction training package and module for newly recruited ANMs in UP, and after joining, they directly started service delivery without any clarity about their role and service delivery.



Problem Statement :

This gap highlighted the need for a comprehensive and standardized approach of ANMs' training to ensure that newly recruited ANMs' could deliver high-quality services in their catchment area from the beginning of their work

Key Interventions



Leadership and Ownership:
Strong policy support and leadership



Holistic, Multi-Thematic Curriculum: Focused on critical service areas



Structured Induction Training: First-time formalized induction package



Partnerships: Engagement with development partners (UPTSU) to ensure technical support and resource mobilization.



Cascade training model: State level Training and district level training.

Objectives of ANM Induction Training Program:



Capacity building of newly joined ANMs



Enhance accessibility, availability, utilization, quality and effective coverage of Health & Nutrition services.



Improve service quality by addressing missed opportunities and reaching the unreached.



Description of Best Practice : Process of ANM Induction Roll out



Consultation Meeting with Directorate Medical Health Services & NHM U.P. was done, under the chairmanship of PHS in June 2022.



Approval in PIP 2022-23 by GOI for Induction Training of newly joined ANMs



Training module has been developed, consist of 20 chapters based on role of ANMs in FY 2023-24



12 Days ANMs induction training package developed (Guideline & micro plan developed to roll out district level 12 days training).



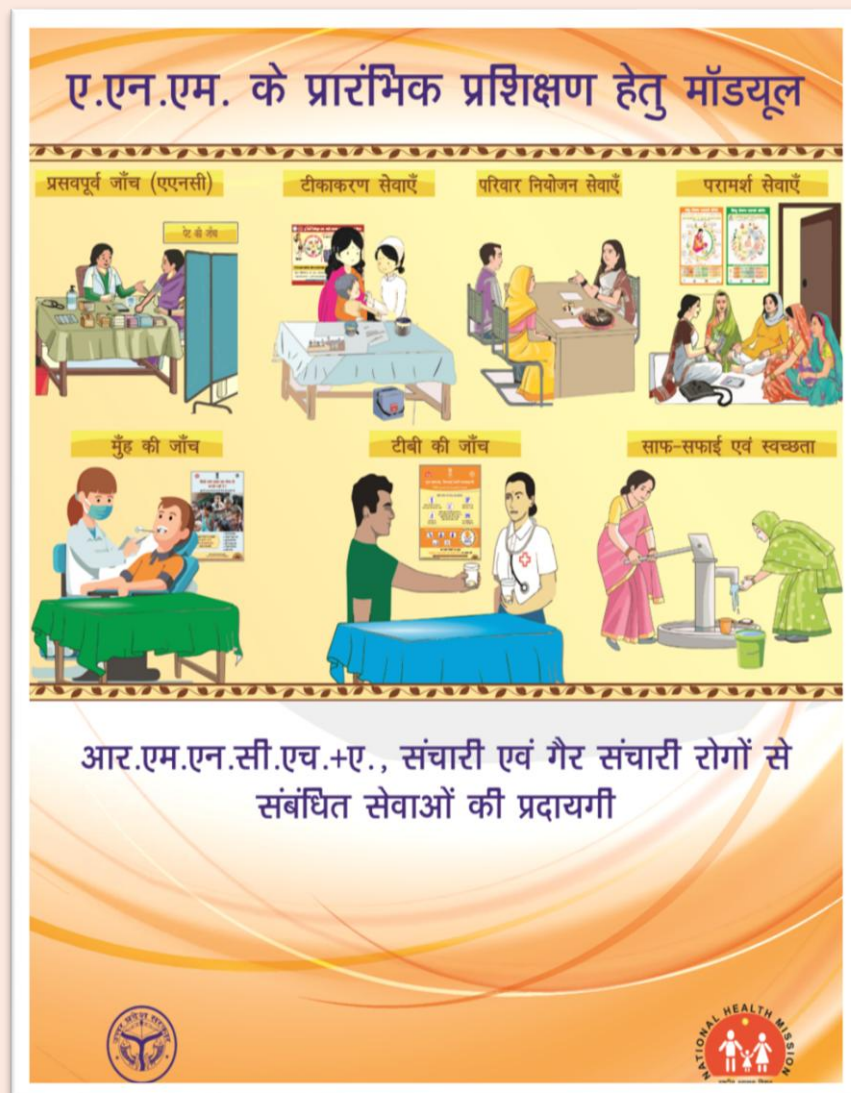
State Level Training roll out of Master Trainers (351 master trainers trained in 11 batches).



District level 12 days training of newly joined ANMs (6 days allocated for classroom session, 5 days' skill lab practice session and 1-day field exposure) 2199 ANMs trained in 66 batches)

Key components covered in 12 days ANM Induction Training Module

In developed Induction training module there are 20 chapter which covers following key themes:



- Key Roles and responsibilities of ANM in integrated service deliveries
- Quality service delivery at CiVHSND (Microplanning, IEC, Logistics and drugs availability, addressing missed opportunities)
- Reproductive, Maternal, Newborn, Child, and Adolescent (RMNCH+A) health services (Including ANC, HRP screening, danger signs identification, adolescent health SAM screening, etc.)
- Routine immunization
- Child Health – Diarrhea and Pneumonia
- Maternal Infant Young Child Nutrition (MIYCN) (Maternal Nutrition, EIBF, Exclusive Breastfeeding, Complementary feeding)
- Anaemia Screening, Prevention and Management
- Behavioural and Communication skills and their implications on health service delivery
- Use of digital Applications (e-kavach, UWIN, and UDSP)
- Screening of Non-Communicable Diseases (NCD)
- Ayushman Arogya Mandir (AAM): Key services at AAM and PBI

Methodology

12-day Induction Training Comprehensive Package for Newly joined ANMs rolled out in a cascade model

- **State Level Training of Master Trainers** – 351 Master trainer pool created for roll out
- **District level Induction training** : 5199 newly joined ANMs trained in Induction training



Theoretical Design

6 days of technical knowledge-based classroom sessions –

- RMNCH+A
- NCD screening
- Digital App



Practical & skill-based hands-on training

- ANC test (Hb, BP, AE, Urine, weight)
- Immunization
- HRP screening
- Newborn care
- Danger signs and Complication identification



Community Exposure

1 day of field exposure at CiVHSND



Technology Integration

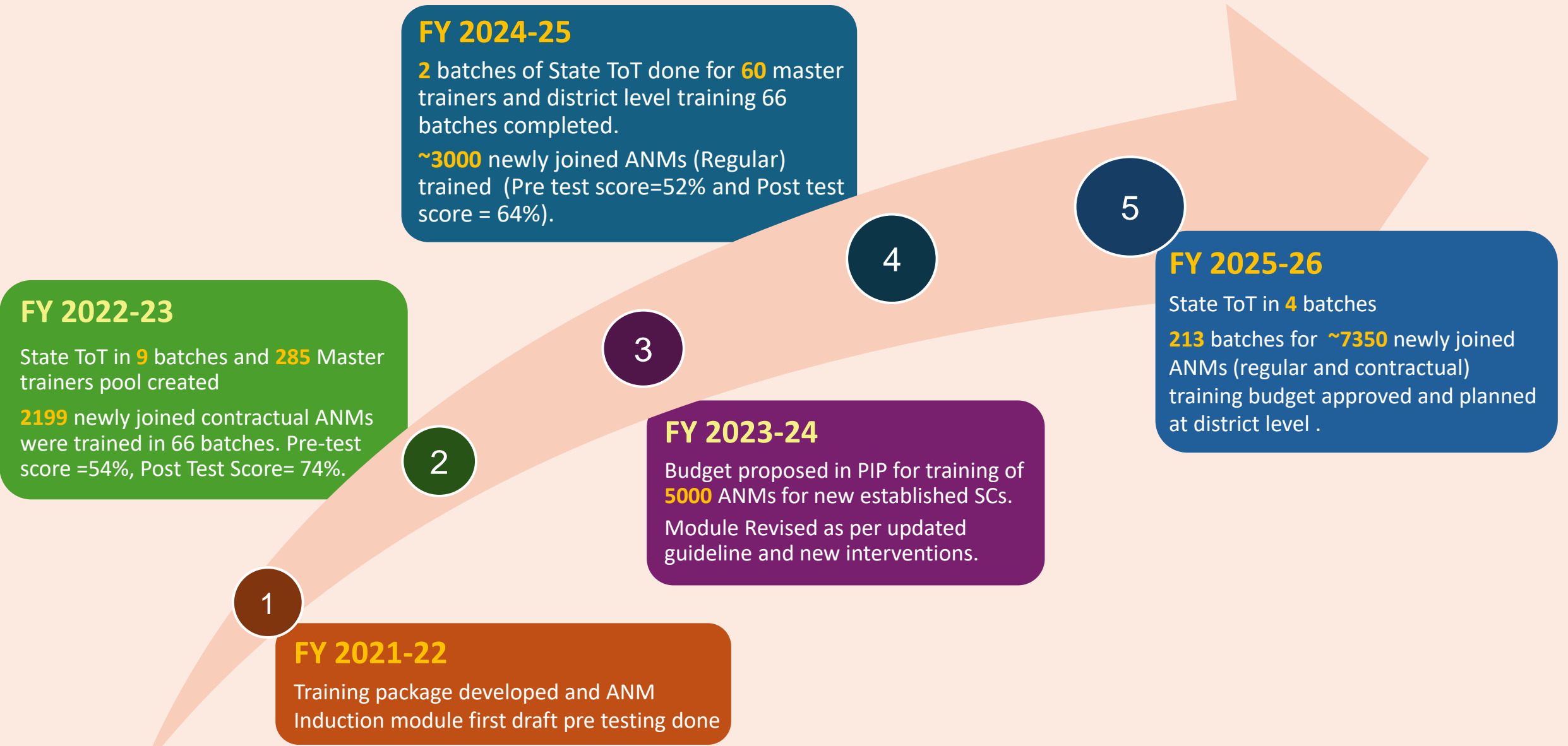
Google form for pre and post test
Virtual monitoring



Evaluation and Assessment

virtual monitoring of training from state level
Ensure quality through pre and post test assessment

Progress so far / Result / Outcome



FY 2022-23
State ToT in **9** batches and **285** Master trainers pool created
2199 newly joined contractual ANMs were trained in 66 batches. Pre-test score =54%, Post Test Score= 74%.

FY 2021-22
Training package developed and ANM Induction module first draft pre testing done

FY 2024-25
2 batches of State ToT done for **60** master trainers and district level training 66 batches completed.
~3000 newly joined ANMs (Regular) trained (Pre test score=52% and Post test score = 64%).

FY 2023-24
Budget proposed in PIP for training of **5000** ANMs for new established SCs. Module Revised as per updated guideline and new interventions.

FY 2025-26
State ToT in **4** batches
213 batches for **~7350** newly joined ANMs (regular and contractual) training budget approved and planned at district level .

Cost Implication / Scalability



The phased implementation approach for the training of approximately 26,179 ANMs has proven to be practical and manageable.



Scalability has been demonstrated through successful state-wide rollout planning and execution.



Formal policy-level decision for endorsing the training guidelines, and institutionalizing the induction training program, ensured long-term sustainability.



FY 2025–26 plans include phased training of newly recruited ANMs (Regular & Contractual), reinforcing the state's commitment to quality capacity-building in the healthcare workforce.

Lessons Learnt/ Way Forward



Structured Induction Training package and multi-thematic curriculum in module enables holistic service delivery, which fills critical gaps and equip ANMs to deal with challenges at grass root level



High level Ownership and policy support with strong leadership and endorsement by the Principal Secretary, Health and Mission Director -NHM was key in rolling out and institutionalizing the induction training in one of the largest state of country.



Comprehensive Training Design: combining classroom sessions, skill lab practice, and field exposure; builds Practical Competency of newly joined ANMs



Collaborative development of training package while Training division NHM took the lead in developing the module, valuable inputs were provided by officials from Directorate of medical health .



Partnerships amplify the impact : The involvement of development partners enhanced technical support and resource mobilization for effective implementation.

Way Forward: Induction training budget is approved by GoI and training of 10,000 newly joined ANMs (Contractual and Regular) in ~280 batches across 75 districts is planned in FY 2025-26.



Thank You



ए.एन.एम. द्वारा प्रदान की जाने वाली सेवायें